

WINTER
2006

NCIA NEWS

The newsletter for current trends and issues in Correctional Industries

WORKING on the INSIDE - SUCCEEDING on the OUTSIDE



OPERATIONS

And

FINANCE



NCIA THANKS TRICOR FOR PRINTING THIS NEWSLETTER



NATIONAL
CORRECTIONAL
INDUSTRIES
ASSOCIATION

envision

*a streamlined digital operation that helps
reduce cost while improving customer service*



3M...linking correctional industries to
your customers.

- Improved Customer Service
- Reduced Inventory
- Reduced Errors
- Environmental Friendly
- Training

If you're ready for dramatic results today—and
want more possibilities for tomorrow—contact us at
1-800-553-1380 or your 3M Account Representative.

**Find out how 3M Traffic Safety
Systems can provide process
solutions for your facility.**

3M Traffic Safety Systems

2006 NCIA BOARD

Chair

Patricia Weiland, Tennessee

President

Roger Baysden, Iowa

President Elect

Giles Spaulding, Colorado

V. P. of Program Development

Dennis Fracassi, North Dakota

V. P. of Marketing

Robin Knab, Ohio

Treasurer

John Miller, Mississippi

Corporate Secretary/ Executive Director

Gina Honeycutt

At Large Members

Leonard S. Black, New Jersey

Brian Connett, Florida

Marc Goldberg, Pennsylvania

Robert C. Grieser, UNICOR

Don Guillory, Virginia

Willie Marquez, New Mexico

Matt Powers, California

Howard Skolnik, Nevada

Appointees

Harvey Giberson, Corporate Rep.

Carl Barker, JIA Rep.

Mark Saunders, ACA Rep.

Robin Knab, CTRL Reg. Appointee

Jim Hoffman, NE Reg. Appointee

Patsy Grooms, SE Reg. Appointee

Jerry Campbell, SCTL Reg.

Appointee

Giles Spaulding, W Reg. Appointee

NCIA STAFF

Grant and Member Services

Coordinator

Sahra Nadiir

Marketing Manager

Heather Boyer

Accounting Manager

Julio Nacario

Administrative Assistant

Megan Klingman

Editor

Michelle Wirzberger Pierce, Esq.

National Office:

1202 North Charles Street
Baltimore, MD 21201

T (410) 230-3972

F (410) 230-3981



Winter

FEATURE ARTICLES

6 Inmates Work at Prison Dairy for a Second Chance at Life

By Hilary Parker, Cheese Market News, Wisconsin

9 Fort Dix Recycling Factory Only Universal Waste Facility Approved by New Jersey

By John Watson, Operations Manager, UNICOR

10 Looking For Work Within

By Larry Huddleston, FCI Milan Office Furniture Group (OFG)

12 Prison Industry Authority Rolls Out New Modular Buildings

By Frank Losco, Chief, Office of Public Affairs, California Prison Industry Authority

16 License Plate School Fundraising Catches On in Michigan

MSI Insider News

18 NCIA Staff Tours Maryland Correctional Enterprises' Operations

COLUMNS

2 President's Pen

4 Executive Director's Remarks

NEWS AND VIEWS

10 Greetings From Washington!

14 NCIA's Enterprise 2007 Preview

17 New NCIA Members

19 NCIA Welcomes New Employee

20 New Leadership in Canada

22 NCIA Corporate Members

24 Calendar

24 Advertiser Index



NATIONAL
CORRECTIONAL
INDUSTRIES
ASSOCIATION



President's Pen

BY ROGER BAYSDEN, PRESIDENT

Farewell

This is my final letter as president of your organization, and I want to thank you for allowing me to serve these past two years in that capacity. I look forward to transitioning to my new role as the chair of the board and to working with the new class of elected board members.

Time will define the changes that have occurred at NCIA over the past two years; however, I wish to acknowledge John Miller, Tony Ellis, Dennis Fracassi and Pat Weiland for their unwavering support and commitment to the difficult tasks that faced the board two years ago. They have served the organization with a degree of professionalism that is seldom seen in volunteer organizations.

Gina Honeycutt has stepped into the role of our Executive Director and has performed flawlessly. Her attitude and commitment to leading the organization over the near-term has simply been spectacular, and I hope that you will take the time to congratulate her.

Financially, we have weathered a storm, and by securing the \$300,000 grant, we are well positioned to move forward with new vigor and enthusiasm. We still have work to do on the legislative side of the equation, but I have every confidence that we will succeed.

I welcome Giles Spaulding as your president as well as the new board, all of which will be working very closely to redefine the direction of the association. We invite any and all recommendations for improving your organization.

Sincerely,

Roger L. Baysden

From Sewing to Garment Decorating...

When it comes to designing and manufacturing the most innovative and technology-driven industrial sewing and garment decorating machines, Brother International Corporation leads the market. We offer a full line of equipment; user-friendly software; unbeatable technical support; comprehensive hands-on training; great deals on parts, accessories, and supplies through our PAS Store; and affordable, flexible financing options.



GT-541



PR-600C II



BE-1201B-AC



KE-430D

On-demand Digital Inkjet
Garment Printer:

- ✓ Large 14" x 16" print area
- ✓ Prints in less than 1 minute for most designs
- ✓ Full color photographic output (600 dpi)

Portable Single Head 6-Needle
Embroidery Machine:

- ✓ Integrated keyboard at machine editing & lettering
- ✓ Automatic needle threading
- ✓ Portable...only 80 pounds!

Single Head 12-Needle
Embroidery Machine:

- ✓ Jumbo bobbin
- ✓ Integrated chasis absorbs vibration
- ✓ Automatic lubrication system

Electronic Direct
Drive Lockstitch
Bar Tacker:

- ✓ High maximum sewing speed
- ✓ Easy operation and increased production
- ✓ Low noise and low vibration

For more information, call 1-800-432-3532 or visit www.brother-usa.com.

At your side.
brother

©2006 BROTHER INTERNATIONAL CORPORATION

100 Somerset Corporate Blvd., Bridgewater, NJ 08807 Industrial Embroidery Machines: 1-800-432-3532, Fax: 1-908-575-3810,
Web site: www.brother.com The PAS Store: 1-877-850-7179, Fax: 1-877-867-8882, Web site: www.brothermail2.com



Executive Director's Remarks

BY GINA HONEYCUTT,
EXECUTIVE DIRECTOR

THE PROMISE OF A NEW YEAR

Dear NCIA Colleagues,

As the holidays and new year approach, it seems incumbent upon us to reflect on the events of 2006, to take those experiences and use them to help us make 2007 a better, stronger and more positive year for ourselves and for those around us. While 2006 was a year of great change and many challenges for NCIA, 2007 holds the promise of new and eager staff, an improved relationship with the Department of Justice and the dedication and inspiration of new officers and Board members for 2007.

NCIA staff had the distinct pleasure of touring Maryland Correctional Enterprises' (MCE) operations in Hagerstown, Maryland last month. Steve Shiloh, Director of MCE, took time out of his very busy schedule to personally escort the new NCIA staff and me on this day-long tour (see article on page 18). Steve's efforts in this regard are a shining example of how our members reach out to help one another in the most cooperative and professional manner. While it may sound cliché, the correctional industries community is a family that shares information in an effort to truly help one another. This is exactly what Steve Shiloh and MCE did for NCIA. The tours were an outstanding foundation for NCIA's new staff to learn more about correctional industry operations in their home state.

This issue's theme focuses on Industry Operations and Finance and is another example of this same type of networking – CI agencies sharing their experiences and lessons learned so that others may benefit. Likewise, NCIA's national training conference, Enterprise 2007, will showcase the same type of camaraderie. Please join us in Jacksonville, Florida in March to learn from one

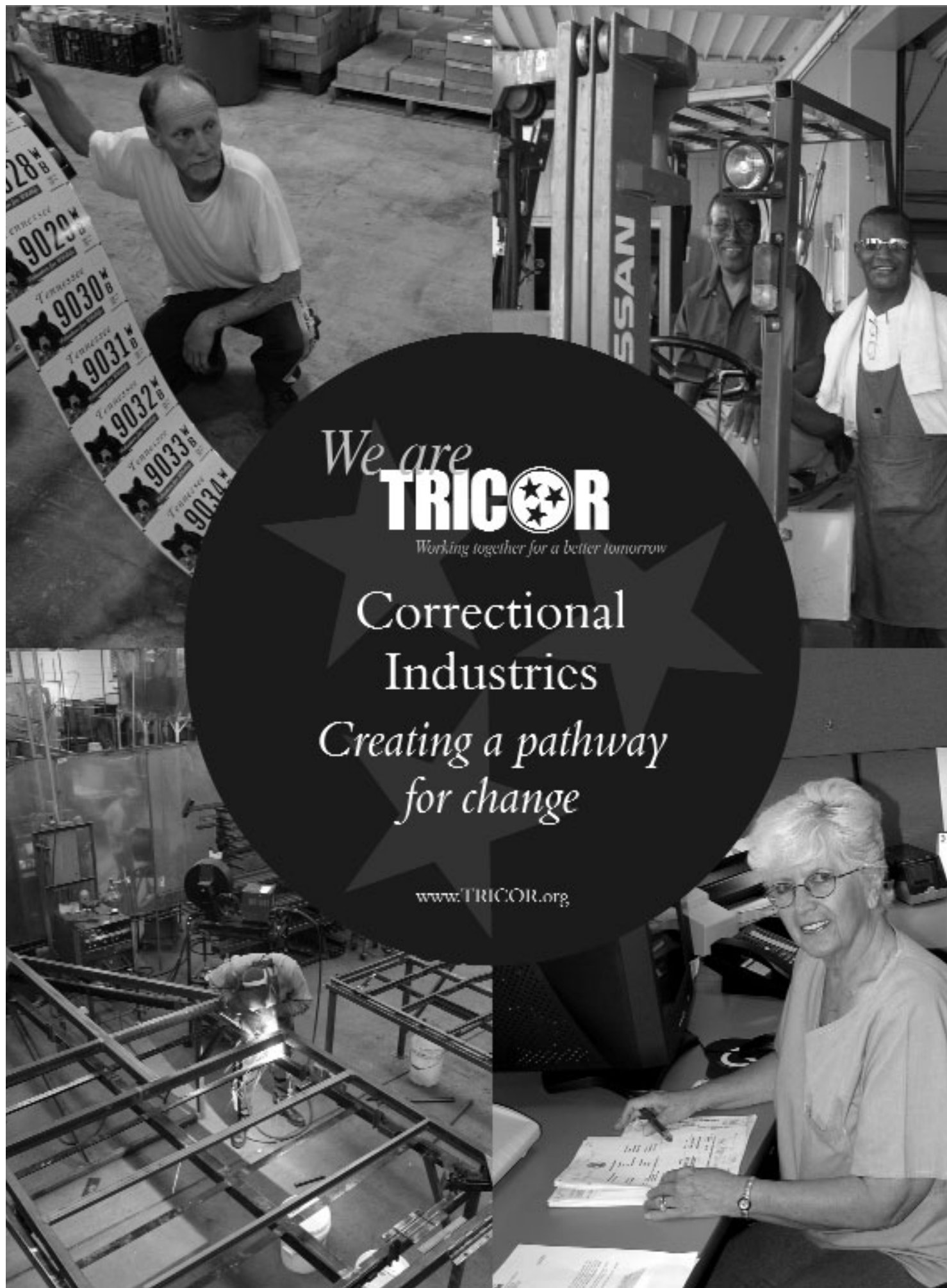
another's successes and failures through outstanding networking and professional development opportunities.

In closing, I would like to thank the 2006 Board members who worked so tirelessly these last two years, with a special thanks to Roger Baysden and Pat Weiland as president and board chair. Their guidance and leadership during this past year of transition has been remarkable. Pat will be stepping down from the Board this month and I am honored to have worked so closely with her these past five years.

Best Wishes for 2007. See you in Jacksonville!

Sincerely,

Gina Honeycutt
Executive Director



We are
TRICOR

Working together for a better tomorrow

Correctional
Industries
*Creating a pathway
for change*

www.TRICOR.org

INMATES WORK AT PRISON DAIRY FOR A SECOND CHANCE AT LIFE

Prison Poised to Produce Goat's Milk Cheese

By Hilary Parker, *Cheese Market News, Wisconsin*

Douglas Green (*not his real name*) is thrilled to come to work seven days a week at the Juniper Valley Products dairy. Sure, the fact that he's an inmate at the Four Mile Correctional Center which runs the dairy means he has nowhere else to go. But his presence is anything but compulsory.

"If I have to be locked up, there's no place I'd rather be," he says.

Working at a dairy is a big switch for a man sentenced to seven years for robbing convenience stores to support his drug habit.

"I still have a hard time believing I'm here," Green says. "I know what I did means I deserve to be here, don't get me wrong ... But I'm surrounded by morons, rotten people I chose to believe didn't exist. (Working at the dairy) gives me hope again."

The dairy is part of the Colorado Correctional Industries' (CCI) agribusiness program, a division of the state's department of corrections which receives no tax monies for support. In fact, CCI saves Colorado taxpayers roughly \$6 million per year in reduced custody costs due to lower recidivism rates (25 percent in correctional industries in Colorado vs. 50 percent statewide) and the quasi-self sufficiency that the agribusiness programs lend to the prison system. The dairy, for instance, supplies all the milk for Colorado's 22 prisons and ships surplus to Dairy Farmers of America, providing income for the program.

CCI'S MISSION IS THREEFOLD:

⇒ To reduce inmate idleness and the demand for general-funded programs by placing as many inmates as possible in self-supporting and productive industries

⇒ To train inmates in meaningful skills, work ethics and quality standards which better enable them to secure long-term employment after release from prison

⇒ To operate in a businesslike manner so that enough revenues are realized each year by the division to meet the ongoing capital equipment, working inventories and operating cash needs of the division.

"While our challenges include an unskilled work force, an economic downturn, a limited demand for our products and services, numerous constraints in the

acquisition of raw materials and increased customer expectations, we are encouraged every day by the success of our employees," says Giles Spaulding, director, CCI.

In fact, the dairy is quite a success story. It employs nine staff members and 60 inmates and earned \$3.7 million in 2005 on top of the \$1.3 million worth of fluid milk provided to the

Colorado prison system. In addition, CCI soon will be making cheese, goat's milk cheese, at that, says Steve Smith, agriculture division manager, CCI.

Smith, along with two employees and 30 inmates at the neighboring Skyline prison, also located in Cañon City, is preparing to make goat's milk cheese from a herd of 500 dairy goats (100 of which currently are being milked). He says both the demand for goat's milk products and the price those products can fetch got his attention.

The goat's milk cheese operation is expected to be up and running in two weeks, Smith says, and will process goat's milk into ricotta, farmers and hard cheeses in addition to a few semi-soft flavored varieties. Smith and goat cheesemaker Mary Provost also are looking to produce cheddar and/or colby for use in the Colorado prison system. The rest of the cheese will be sold under private label, though small quantities are available for purchase at a small retail store on-site.

Not many inmates have the chance to do dairy work, however. In addition to the competitive nature of



Continued on page 8



Value Added.

Norix designs furniture products specifically for the corrections environment, but these days more and more customers from health care, education and the commercial markets recognize the value of **intensive-use furniture**. Built to last, easily cleaned, no loose or removable parts. In other words, nothing to come back and haunt you after the sale.

Add your own assembly, installation or other finishing touches and you clearly have a **winning product line** that doesn't eat into your margin with unnecessary repairs and service calls.

Find out for yourself why Norix is the world's leading supplier of intensive-use furniture.

www.norix.com



the jobs, CCI is one of only 10 state correctional industries programs nationwide that features a dairy program, according to Gwyn Smith Ingley, executive director, National Correctional Industries Association, a group with the motto "Working on the Inside - Succeeding on the Outside."

Indeed, Green competed with other well-behaved, hard-working inmates to land his job as clerk for the dairy, which milks 750 cows each averaging 76.5 pounds of production per day. First he had to be of good standing with the department of corrections, then he had to be referred for an interview and get through that process.

He is compensated very well, at least in prison terms, for his efforts: On top of the standard 60 cents per day that all inmates participating in correctional industries programs earn, Green and his colleagues at the dairy get a profit-sharing incentive which can earn them as much as \$1 per hour.

"Most of them would work for free, anyway," Smith says.

"I've been working here for the last four months, and it has been like four days," Green says. "It feels like a street job, like a real job. ... Every day I am glad to be here. Everybody's happy to be here."

William Gillette, president of the National Association of Institutional Agribusiness, the professional association for those employed in correctional agriculture, says correctional industries programs, including dairies, put a high emphasis on job training and work to equip inmates with the skills they need to succeed on the outside.

"We know most of them won't go out and work in the dairy business," Gillette says. "But it requires discipline. And if the men learn to come to work and be on time and follow instructions, these are things that you need in any job. ... It gives them at least a fighting chance at not repeating."

Gillette says he has found that the labor force in prison can be a little better than that on the street.

"They have to earn their job," he notes. "What's the alternative? Having too much time on their hands?"

"I've had no trouble," adds Provost. "I have a good crew."

Smith says his inmate employees "are like sponges," eager to learn and grow as people and professionals.

"They get sanity," Smith says of the inmates who earn the right to work at the dairy. "They get away from the noise and chaos (of prison)."

He tells of a big, burly-looking inmate's success taking care of calves, noting the prisoners take a lot of interest in caring for the animals.

Both Smith and Gillette say the inmates find the work physically challenging.

"Most of them are ready to eat and go to bed" by the time they get off work, Gillette says.

"We send them home tired," Smith adds. "That's what we're supposed to do."

Green's not so tired that he doesn't dream of a career in dairying once he regains his freedom.

"I'm fascinated by it," he says. ■

This article, written by Hilary Parker was originally published in the August 2004 edition of the Cheese Market News, Wisconsin. Reprinted with permission.



**NATIONAL
CORRECTIONAL
INDUSTRIES
ASSOCIATION**

NCIA is a proud partner with the Bureau of Justice Assistance, U.S. Department of Justice, under Grant No. 2006-DD-BX-K010.

Points of view or opinions in this document are those of the authors and do not represent the official position or policies of the United States Department of Justice or the National Correctional Industries Association.



Bureau of Justice Assistance
Office of Justice Programs • U.S. Department of Justice

Fort Dix Recycling Factory Only Universal Waste Facility Approved by New Jersey

By: John Watson, UNICOR Operations Manager

The recycling factory located at the Federal Correctional Institution (FCI) Fort Dix, New Jersey, recently received full approval from the State of New Jersey Department of Environmental Protection and the New Jersey Pinelands Commission to operate and be recognized as the only Class D, universal waste facility located in the Pinelands. Our facility is also authorized to operate a recycling facility for industrial waste in the Pinelands. The hard work did not come easy for the staff that manage and maintain the recycling factory. This endeavor required numerous meetings with the New Jersey Pinelands Commission. Factory staff presented geographical information and documentation to ensure that no hazardous waste was being brought or accepted into the applicable sector of the New Jersey Pinelands.

This process helped to ensure that all materials are disposed of properly in accordance with all New Jersey Laws and Federal Laws for the Pinelands Commission and New Jersey Department of Environmental



Protection. This is the first site that received permission and license to operate such a facility. The New Jersey Department of Environmental Protection conducted monthly and quarterly audits over the past three years of operation to ensure that we adhere to all applicable laws and follow all protocols in the handling of universal waste. ■



BLACK LEATHER

**PLUSH
SEATING**

**High back
styling for
executive
comfort**

**Executive
Styling**

**the richness
of genuine
black leather
and tufted
cushions**

**Managerial
Seating**

For more information contact
your ICF Account Executive, or
Customer Service Specialist

... all at an AFFORDABLE price!

Indiana Chair Frame Co. • 410 N. Main St. • Middlebury, IN 46540 • 574.825.9355 • 574.825.9356 (Fax)
www.icfnet.com • mail@icfnet.com • A Leggett & Platt Company

LOOKING FOR WORK WITHIN

By: Larry Huddleston, FCI Milan Office Furniture Group (OFG)

As all of us understand, it continues to be a challenge to find new work for many of our factories. Each factory has become creative in keeping costs down. In the Office Furniture Group (OFG), the metals factory at the Federal Correctional Institution (FCI) Milan, Michigan has been aggressive in leading the way in the task of finding work from within, not only for our own factory but expanding that to other factories. Each of Milan's detail supervisors has found ways to reduce costs by making items instead of procuring them. We call this process vertical integration.

One successful project made possible by the purchase of a Salvagnini Computerized Panel Bender, creates new opportunities and makes production easier. This gives the factory the flexibility it needed to perform many special projects without having to invest monies in hard tooling for each operation. The Salvagnini Panel Bender is an automated forming machine which creates multiple bends in the parts that are being produced. Not only is it very fast but it also has the ability to change set-ups in an effective manner. Both of these traits have helped to reduce costs and open new doors for us. Before purchasing the panel

bender, we were limited to either using hard tooling or multiple set-ups in conventional press brakes. The former production process was not nearly as effective as the new machine is in reducing costs or enabling us to do complex bends and forming applications in the shortest amount of time possible. One machine now can accomplish what once took two to three machines to do. In addition, the set up time is a matter of minutes compared to hours using the old brake presses.

We used our new machine for a new product line FCI Milan now manufactures, the overhead storage units for Systems Furniture. This unit consists of a top, shelf, door, and sides which are now all formed with the new panel bender. From January 2006 to June 2006, FCI Milan has saved the OFG over \$180,000 by building these units for another factory instead of having them buy them from an outside vendor, as they once had to do. This cost savings is just one example of the plans we have for our new resource! FCI Milan has several other products which are now being produced, in addition to the overheads, as we continue to reduce the need for purchasing parts from outside vendors.

We believe that vertical integration will be a big part of the future for our factory and others like us. When touring your individual shops and factories, look carefully at what you are purchasing. Then ask the question, can our corporation build this instead of buying it?■

GREETINGS

from Washington!

Our year ended in June and Washington CI's revenue increased 9% over the previous year. This was about \$2,000,000 above our forecast.

In March of this year we moved into our new 63,000 sq. ft. facility located on 39 acres in the Olympia area. This facility consists of our administrative offices, showroom and our distribution and install center. We share part of the facility with Department of Natural Resources.

During September we added two members to our team. Mike Colwell, who comes to us from PIA in California, is our Assistant Director of Western

Operations. And from Oregon, Jerry Morfitt is our Business Development and Marketing Manager.■



MISSOURI VOCATIONAL ENTERPRISES

BUILDING A BETTER PRODUCT. BUILDING A BETTER FUTURE.



Clothing

Metal Products



Wood Furniture

Chairs & Seating



Commercial Consumables

Engraving & Graphic Arts

Printing Services

School Products



Signs



1717 Industrial Drive
PO Box 1898
Jefferson City, MO 65102



www.doc.missouri.gov/mve/

573-751-6663
800-392-8486
Fax: 573-751-9197

PRISON INDUSTRY AUTHORITY

ROLLS OUT NEW MODULAR BUILDINGS

Structures to Provide Rehabilitative
Space and Opportunities to State Prison
System

By Frank Losco, Chief, Office of Public Affairs,
California Prison Industry Authority

California Department of Corrections and Rehabilitation Secretary James Tilton formally announced the opening of the Prison Industry Authority's Modular Building Enterprise at a ceremony held at Folsom State Prison today. The new factory, housed in a 30,000 square foot facility, will provide rehabilitative work assignments for inmates in building modular structures that will be subsequently transported for use at various prisons and juvenile centers throughout the State.

The modular portable structures will be used by CDCR for:

- Classrooms for Division of Juvenile Justice correctional centers and for CDCR prisons.
- Temporary housing for incoming correctional academy cadets.



- Offices to provide medical, dental, and psychological services.
- Additional space for rehabilitation programs and services.

"California's correctional system is in dire need of additional space to help meet the challenge of prison overcrowding," said Secretary Tilton. "This enterprise being built by the Prison Industry Authority provides prisons with much needed structures for rehabilitative programs while giving inmates the opportunity to learn carpentry skills that can be used to obtain employment upon their release."

Inmates working in the modular enterprise will also participate in PIA's new Career Technical Education-Carpentry training, a pre-apprenticeship program where inmates gain experience in various skills sets including carpentry, welding, electrical, forklift operation, plumbing, and concrete pouring.

Additionally, inmates will receive eight hours of classroom training each week as part of the curriculum. After completion of the training, the first of its type in the nation, paroling inmates will be eligible for placement in a full-scale apprenticeship program, offered



through the Carpenters Training Committee for Northern California, which leads to jobs with construction companies that employ organized labor. PIA will pay the initial union dues and provide a full complement of tools to inmates who complete the program and enter Carpenters Local 46.

"The Prison Industry Authority has initiated the modular enterprise to meet the need for additional space as a result of overcrowding in our correctional system. The inmates are gaining valuable skills they can use after release. We have worked with the Northern California Carpenters Council to develop a curriculum that provides actual on-the-job training. Paroling inmates will have attained skills that can be

readily used to acquire meaningful jobs upon parole," said Matt Powers, PIA's General Manager.

PIA is the State organization that provides productive job assignments for inmates in California's adult correctional institutions. PIA's products and services are available to governmental entities, including federal, state, and local agencies. PIA operates factories that produce a variety of goods and services including: modular buildings, office furniture, eye glasses, license plates, coffee, shoes, printing services, signs, binders, clothing, and much more.

PIA has established the Inmate Employability Program, which provides training, certification, and job placement assistance, to improve the employability of inmates upon parole. While PIA work assignments help train inmates to prepare for employment, the program also reduces idleness and decreases violence in the institutions. Court-ordered restitution/fines are deducted from the wages earned by PIA inmates and are transferred to the Crime Victims' Restitution Fund. In fiscal year 2004-2005, over \$.5 million of inmates' PIA earnings was deposited into this fund. ■

Partner with **Corcraft**

NYS DEPARTMENT OF CORRECTIONAL SERVICES



We can help you build your industry programs with component kits for a variety of metal and other products.

Call today for a kit description and price list

We're in this together.

Corcraft

NYS Department of Correctional Services, Division of Industries
550 Broadway • Albany, NY 12204 • 800-436-6321, Ext. 2661

www.Corcraft.org

ORIGINAL EQUIPMENT INDUSTRIES



OEI Has All The Components Of A Great Corrections Program

Call OEI to find out more about one of correctional industry's most comprehensive manufacturing programs.

With all the components you need for a successful turnkey program including quality parts, quality service and a proven program for start-up and beyond.

Call your customer service representative to answer all your questions about T-4® Tables, Sculpture™ Seating and more.

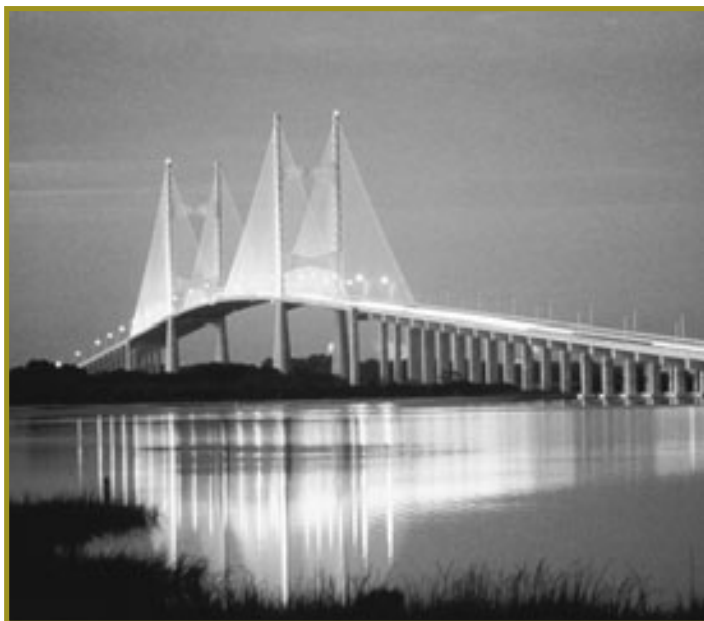


SCULPTURE™ SEATING



T-4® ADJUSTABLE TABLES

P.O. Box 8400 • Green Bay, WI 54308-8400 • Tel 920.468.8100 • Fax 920.468.2633 • www.oei-inc.com



ENTERPRISE 2007 JACKSONVILLE, FLORIDA!

March 25-28, 2007

The National Correctional Industries Association's Enterprise 2007 National Training Conference is an excellent opportunity for professional and personal enrichment for everyone working in the field of correctional industries. This year's conference, **BUILDING BRIDGES: Opportunities for Success**, will be held March 25-28, 2007 in the fabulous city of Jacksonville, Florida. Enterprise 2007 will offer invaluable training workshops, an expansive exhibit hall and the opportunity to network with your colleagues. NCIA is pleased to present exciting new program offerings for every person involved in correctional industries, from administrators to PIE managers to sales/marketing personnel to shop supervisors. Conference highlights will

include workshops conducted by the National Institute of Corrections (NIC) as well as a risk assessment workshop program developed by the National Institute of Justice (NIJ) in conjunction with the American Correctional Association (ACA).

Need more? Join us for two informative discussions given by well-known professionals with many years of commercial and correctional industries experience. First, attendees will hear from the Enterprise 2007 Opening Session Keynote Speaker, Rebecca Smith. President and founder of The A.D. Morgan Corporation, Smith began The A.D. Morgan Corporation, a commercial general construction company in 1989 and has built the organization to almost 50 employees and annual revenues of approximately \$35 million.

What's *NEW* This Year!

NATIONAL INSTITUTE OF CORRECTIONS (NIC) TRAINING

Reentry is more than talk - it is a practice of assisting offenders in their reentry to communities across the country. Don't miss this train-the-trainer opportunity to learn from the National Institute of Corrections' Training Team who will provide a three-hour training for correctional industry management and staff in how to better walk the talk.

PIE TRAINING

Do you manage a PIE shop? If so, do not miss this opportunity to learn about the complexities of this program, from certification to wages to compliance issues. NCIA is especially pleased to present a PIE 101 Basic Course for Beginners workshop for new PIE managers who have not had formal PIE training in the past.

CORRECTIONS VULNERABILITY ASSESSMENT TRAINING

This year's Jail Work Programs track presents a new methodology that actually calculates the risk associated with specific threats. The Correctional Vulnerability Assessment (CVA) process was developed by NIJ through a grant to ACA and focuses on how to calculate the probabilities associated with risks that have been identified in detention and corrections facilities. Participants will receive a CVA handbook, CD and complete training program.

JOIN US!

at NCIA's **ENTERPRISE 2007**

Then, attendees will hear from the General Session Keynote Speaker, George Denman. An impressive leader amongst the correctional industries community, Denman graduated from the University of Florida and worked for 35 years for the Department of Corrections in various positions prior to joining PRIDE Enterprises as their director of governmental operations.

The conference will also offer a tour of PRIDE Enterprises' industry operations at Union Correctional Institution. Tour participants will visit the **Union Tag** plant where the manufacture of license plates using the clear coat plate process takes place. This shop is the two-time recipient of the Davis Productivity Award which cites efforts in cutting Florida State Government costs through measurable cost savings and productivity. **Next**, the tour will take participants to **Union Dental**, the manufacturer and supplier of dental prosthetics to every prison dental clinic in Florida and to private dental practices in 48 states. In 2005, three inmate workers became the first prison inmates in the nation to achieve designation as Certified Dental Laboratory Technicians. **Lastly**, the tour will take participants to **Union Metal Furniture**, where the manufacture of metal detention furniture, school lockers, shelving, bookcases, and cabinets takes place.

To sweeten the pot, one lucky conference attendee will win a week-long fantasy getaway by playing the Grand Prize Giveaway Game in the Exhibit Hall! **You must be present to win.** See you in Florida. ■



**JOIN US AT
ENTERPRISE 2007!**

Embossed License Plate Finishing

The Ideal Replacement for Cumbersome
Wet Roller Coating/Oven Drying Methods

This superbly engineered, environmentally safe system is ideal for Correctional Institutions and other plate processors because it...

- Produces superior definition, color, and durability of embossed alphanumeric characters.
- Completely solventless system.
- Is flexible, cost-effective, and compact- requiring only a small working area.
- Features quick changeovers-regardless of color or plate configuration.



Produces up to 2,000 Plates Per Hour in less than 200 sq. ft. of floor space.

KURZ  **DRY ROLLERCOATING FINISHING SYSTEM**
For Embossed License Plates

Practical Affordable Easy to Operate

To learn more about these and the many other advantages of the KURZ Dry RollerCoating Finishing System, please contact us today.

Phone: (800) 950-3645 Fax: (704) 927-3701

KURZ Transfer Products, LP
3200 Woodpark Blvd. Charlotte, NC 28206

LICENSE PLATE SCHOOL FUNDRAISING CATCHES ON IN MICHIGAN!

The Gus Harrison Correctional Facility located in Adrian, Michigan employs 105 inmates to produce license plates. In 2005, the factory produced close to two million plates for the State of Michigan.



Recently, Will Rondeau, Superintendent of the license plate factory was contacted by the Lenawee Connection Daily News. They were interested in finding out more about the operation, and to inquire about the new statewide Booster Plate Program. Rondeau, along with Industries Supervisor, Jim Brockway have done a tremendous job in getting the program off to a running start. The buzz around Lenawee County was that the booster plates were catching on FAST!!

The new statewide Booster Plate Program is aimed at helping schools raise money for special projects and fund school activities. Twenty-four schools across the state have signed on to purchase the plates. So far, seven Lenawee County schools have purchased the

basketball season, which was cut last summer due to budget constraints.

The idea is also catching on with other non-profit organizations. Madison Township Fire Department placed an order recently. "Our goal is to help the schools out," Rondeau said. "It's a win-win situation."

The plates, which are the same quality as the regulation license plates, are sold to the booster clubs for \$3.50 each, and schools have been selling them for \$10 to \$15. The factory will also purchase a new software program called Flexi-7.

The new Flexi-7 software program will allow image files to be downloaded, and designed in a variety of different ways. For example, a high school logo can be taken off the school's website. The logo is then downloaded into the program. The exact school colors



can be matched perfectly. Various designs of the plate are created as samples and then e-mailed to the school.

Schools will now be able to view and make good choices when purchasing the plates. Use of the new software will be a valuable asset. Once the software is installed, Brockway will attend training to learn more about the program. Specialty plates have always been a staple product for the license plate factory. Inmates produce over 400 personalized plates each day.

Rondeau has definitely carved out a new niche for his industry. ■

This article was originally published in the March 3, 2006 edition of the MSI Insider News, Michigan. Reprinted with permission.



plates, including Hudson, which was the first school in the state to do so. At Clinton High School, profits from the sale of the plates may help save the freshman

NEW NCIA MEMBERS

ASSOCIATE MEMBERS

Mike Yae

CORPORATE MEMBERS

ARAMARK

Blair Mills

Comade, Inc.

Polymeric Converting, LLC

Webber/Smith Associates, Inc.

Xdata Solutions, Inc.

PRACTITIONER MEMBERS

Dean Mason, WA

*Thank You for
Your Support!*

NCIA would like
to thank

TRICOR

for donating the
printing of this
publication!



Wisconsin
supports the
National
Correctional
Industries
Association

The Bureau of Correctional Enterprises
is celebrating its latest

TRIUMPH

W i s c o n s i n I n m a t e s a t W o r k



Education

Training

Work Experience

Transition

Visit our Website: www.buybsi.com



Tours Maryland Correctional Enterprises' Operations

On November 2nd the staff at NCIA had the pleasure to tour several of Maryland Correctional Enterprise's (MCE) Business Units in Hagerstown, Maryland. MCE Director Steve Shiloh and Chief Operating Officer Joe Sommerville graciously joined several of our NCIA staff for the day-long tour.

NCIA's two new staff members, Megan Klingman and Heather Boyer, joined executive director Gina Honeycutt on the tour. The tour enabled the NCIA staff to get a close look at several of the facilities' shops and gain valuable insight into correctional industry operations, both of which will be extremely beneficial to their training at the NCIA National Office. In-depth tours to the meat plant, metal plant, brush and carton plant, and upholstery plant were included. The staff also viewed two PIE programs and learned much more detail about PIE programs and the partnerships with corporate entities.

MCE treated the NCIA staff to a delicious lunch prepared by the inmates at the meat plant. For the final tour of the day, NCIA staff toured the MCE Graphics Plant, where they received personalized folders and

notepads as gifts from MCE. Departing Hagerstown, the staff viewed MCE's orchard operations. They left Hagerstown with an advanced understanding of correctional industry operations that will most certainly enhance NCIA's member services. A HUGE thank you to

Maryland Correctional Enterprises for taking the time to be an integral part of NCIA's staff development towards building a bright future for the National Office! ■



From left to right: Heather Boyer, NCIA Marketing Manager; Gina Honeycutt, NCIA Executive Director; Megan Klingman, NCIA Administrative Assistant; Steve Shiloh, MCE Chief Executive Officer; Joe Sommerville, MCE Chief Operating Officer; and Tyrese Brooks, MCE Administrative Assistant.

W

elcome...



The newest member of the NCIA staff, Heather Boyer, brings an interesting array of experience to the organization and her new role as Marketing Manager. Born and raised in Central Maryland, she began her career working as an administrative assistant at the Domestic Violence Center of Howard County for two years.

From there, she moved on to serve as the Development Coordinator at First Candle, previously the SIDS Alliance, for four years. In that position, she specialized in special event planning, membership, and oversaw the corporate giving program and fundraising.

Heather LOVES sports, especially the Baltimore Ravens and the Baltimore Orioles.

She is excited to be working for NCIA and is looking forward to meeting each of our members and peers.

...HEATHER!

WALD

John R. Wald Company

DigiTag

We **MAKE IT WORK** for license plates (digital or embossed) signs, labels, and other graphics.

Digital Printing System



(800) 221-WALD
www.jrwald.com

- **Highest resolution - 1600 dpi (maximum)**
- **Fast print speed (up to 885' per hour)**
- **Six print heads for more color choices**
- **Accepts a wide variety of substrates**
- **Flexible Options keep the cost low**

NEW

Leadership in Canada

John Sargeant joins the Correctional Service of Canada as Chief Executive Officer of CORCAN after a 23-year career in Public Works and Government Services Canada (PWGSC).

Sargeant's most recent position at PWGSC was Real Property Team Director where he was responsible for all Real Property Services for scientific clients including Health Canada and Natural Resources Canada.

Beginning his public service career with PWGSC as a heating plant operator, Sargeant became a project officer delivering construction projects for science-based clients. During the 1990s, he worked in both the Atlantic and Prairie regions in various capacities in Real Property service delivery.

In his new role as CEO of CORCAN, Sargeant will focus on how the effects of giving inmates employment skills affects recidivism and how the programs can be tailored so as to reduce recidivism. In fact, he says, "I was initially interested in serving in this role because a lot of the inmates are involved in trade-type or trade-based work. My trade background



combined with an MBA degree will give me a unique perspective. I am also excited about the fact that I will be able to run a small business within a government domain. It is unique and challenging since we are subjected to government regulations."

Sargeant is a licensed millwright and has an MBA from the University of Alberta.

WELCOME JOHN!



The Workman Fund is an established 501(c)(3) not-for-profit public foundation providing working capital and equipment/building financing for private-sector prison industries.

Since our incorporation in 1991, we have assisted new PSPI startups in California, Iowa, Kansas, Nebraska, New Mexico, Utah and Oregon.

For information call or fax
Fred Braun or Helen Flanner

The Workman Fund
Box 708, Leavenworth, KS 66048
(913) 651-7949 FAX (913) 680-1163

NCIA ENTERPRISE 2007

National Training Conference **Jacksonville, Florida**

March 25 - 28, 2007



NATIONAL
CORRECTIONAL
INDUSTRIES
ASSOCIATION

BUILDING BRIDGES:

Opportunities For Success



NCIA CORPORATE MEMBERS

2/90 Sign Systems 616-656-4310 www.290signs.com	C.F. Stinson, Inc. 800-841-6279 www.cfstinson.com	Dunlap Sunbrand International 270-887-5026 www.dsinternational.com	J. Weinstein & Sons, Inc. 212-391-2696 www.jweinstein.com
3M 651-737-3346 www.mmm.com	Carpin Manufacturing, Inc. 203-574-2556 www.carpin.com	Fablok Mills, Inc. 908-464-1950 www.fablokmills.com	James Edward Furniture 602-262-2281 www.jamesedwardfurniture.com
Advanced Waterjet Technologies 218-736-4611 www.awjt.com	ChemTick Coated Fabrics, Inc. 516-997-0900	Fiberesin Industries, Inc. 262-567-4427 www.fiberesin.com	Jenny Corporation 941-966-5684
Allseating 917-771-5505	Chestnut Ridge Foam, Inc. 724-537-9000 www.chestnutridgefoam.com	Fulterer USA, Inc. 800-395-4646 www.fultererusa.com	John R. Wald Company, Inc. 814-643-3908 www.jrwald.com
Amercure Products, Inc. 425-489-9575 www.amercureproducts.com	Chima Incorporated 610-372-6508 www.chima.com	G.A. Braun, Inc. 315-475-3123 www.gabraun.com	Jupiter Aluminum Corporation 219-933-2712 www.jupiteraluminum.com
Aptan Corporation 213-748-5271 www.aptancorp.com	Comade, Inc. www.comade.com 979-474-0160	Game Time Fabrics 978-454-9146 www.gametimefabrics.com	Keefe Group 314-963-8757 www.centricgp.com
ARAMARK 630-271-2907 www.aramark.com	Corrections Corporation of America 615-263-3112 www.correctionscorp.com	Global Shop Solutions 281-681-1959 www.globalshopsolutions.com	Kurz Transfer Products, L.P. 704-596-9091 www.kurzusa.com
Barudan America, Inc. 336-597-6105 www.barudan.com	Custom Ingredients 803-377-1213 www.custom-ingredients.com	GP 66 Chemical Corporation 410-643-8889 www.GP66.com	Leggett & Platt Fiber Products Div. 800-888-4136 www.lpfiber.com
Bay Product Development 920-469-1972	DAF Products, Inc. 800-228-9837 www.dafproducts.com	Hart Specialties, Inc. 800-221-6966 www.newyorkeye.net	Management & Training Corporation 705-549-9470 www.mtctrains.com
Blair Mills 864-338-6611	Dauphin 303-908-2476 www.dauphin.com	Henderson Sewing Machine Co., Inc. 800-824-5113 www.hendersonsewing.com	Mark Inc. 770-831-1980 www.markinc.com
BlueLinx Company 770-221-2632 www.bluelinxco.com	Delmac Machinery Group 336-854-1211 www.delmac.com	Herculite Products, Inc. 800-772-0036 www.herculite.com	Master Foods, USA 757-258-0980 www.masterfoods.com
Bradford Soap Works, Inc. 401-821-2141 www.bradfordsoap.com	Der-Tex Corporation 207-284-5931	Indiana Chair Frame-A Leggett & Platt Co. 574-825-9355 www.icfnet.com	Mayer Fabrics, Inc. 317-267-2626 www.mayerfabrics.com
Brother International 770-266-0107 www.brother-usa.com	Douglass Industries, Inc. 609-965-6030 www.dougind.com	Industries Solutions 303-550-7846	Mid-American Chemical Supply Co., Inc. 859-885-6400 www.midamericanchemical.com
Bruin Plastics Company, Inc. 800-556-7764 www.bruinplastics.com	Dunlap Industries, Inc. 800-251-7214 www.dunlapii.com	J. Tech Sales, L.L.C. 561-995-0070 www.jtechsales.com	

NCIA CORPORATE MEMBERS

Milliken & Company 864-503-2898 www.milliken.com	OEI 920-468-2788 www.oei-inc.com	Textile Tapes Corp.(Jaeger-TTC) 603-332-5816 www.jaeger-ttc.de	Volunteer Industrial Sewing 866-295-7185
ModuForm, Inc. 978-345-7942 www.moduform.com	Oliver Products 616-456-7711	The Geo Group, Inc. 561-893-0101 www.thegeogroupinc.com	Warvel Products, Inc. 336-956-3004 www.warvel.com
Montisa/Flexible Furniture 369-685-6831 www.montisa.com	Patrick Industries, Inc. 574-206-7791 www.patrickind.com	The Shoe Sale, Inc. 908-791-0900 www.njshoe.com	Webber/Smith Associates, Inc. 717-291-2266 www.webbersmith.com
Nassau Lens Co. Inc. 201-767-8033 www.avaloneyewear.com	Paul Dubin Co., Inc. 507-771-0754 www.pdubin.com	The Wolf Machine Company 513-791-5194 www.wolfmachine.com	Welch Products, Inc. 660-385-5544 www.welchproducts.com
Network International, LLC 336-885-0467 www.networkinternationalllc.com	Plascon, Inc. 231-935-1580	Top Supplies, Inc. 336-841-5100 www.topsupplies.com	Woodworkers Supply Inc. 505-797-1487 www.woodworker.com
Newberger Brothers, Inc. 773-489-4100 www.newbros.com	Polymeric Converting, LLC 860-623-5677	Union Supply Company, Inc. 310-603-8899 www.unionsupply.com	Xdata Solutions, Inc. 574-968-8115 www.xdata.com
Nick-O Sewing Supply Inc. 901-878-1132 www.nickosew.com	PortionPac Chemical Corporation 800-289-7725 www.portionpaccorp.com	United Fabrics, Inc. 856-665-2040 www.unitedfabrics.com	Z-Tex, Inc. 773-523-8361 www.ztex.com
Nightingale, Inc. 800-363-8954 www.nightingalechairs.com	Power Commissary, Inc. 631-563-7878	Unitex International, Inc. 770-232-0060 www.unitexonline.com	
Nippon Carbide Industries, Inc. 562-777-1810 www.nikkalite.com	Quality Metals, Inc. 651-645-5875 www.qualitymetalsinc.com	University Loft Company 317-631-5433 www.universityloft.com	
NORIX Group, Inc. 630-231-1331 www.norix.com	Raytex Fabrics, Inc. 516-584-1111	UTSCH 440-358-9488	
Northwest Woolen Mills 401-769-0189 www.northwestwoolen.com	Spec-Tex, Inc. 954-796-7641 www.spectexinc.com	Veit-Americas 770-868-8060 www.veit-group.com	
Novavision Ltd. 419-354-1427 www.novavisioninc.com	Syscon Justice Systems 604-233-3386 www.syscon.net	Vistar Corporation 303-662-7280	
	Tamkin Development Corporation 310-575-9447 www.tamkin.com		

**NCIA EXTENDS ITS APPRECIATION
TO ITS CORPORATE MEMBERS FOR
THEIR CONTINUED SUPPORT!**

CALENDAR

♦ January 20 - 24, 2007
American Correctional Association (ACA) 2007 Winter Conference, Tampa, FL. *Contact (800) 222-5646 or visit www.aca.org/conferences.*

♦ March 25 - 28, 2007
National Correctional Industries Association (NCIA) Enterprise 2007 National Training Conference, Jacksonville, FL. *Contact NCIA at (410) 230-3972, via email at info@nationalcia.org or visit www.nationalcia.org*

Hosting a
 conference or a
 regional
 meeting that the
 correctional
 industries
 community would be
 interested in
 attending?

Send your calendar items to
 NCIA
 at
info@nationalcia.org

Advertiser Index

3M.....	*IFC	Norix Group, Inc.....	7
Badger State Industries/WI DOC.....	17	OEL.....	13
Brother International Corporation.....	3	TRICOR.....	5
Corcraft.....	13	UNITEX Int'l Inc.....	*BC
Indiana Chair Frame Co.....	9	University Loft Company.....	*IBC
John R. Wald Company, Inc.....	19	Workman Fund.....	20
Kurz Transfer Products.....	15		
Missouri Vocational Enterprises.....	11		

**IFC: Inside Front Cover, BC: Back Cover, IBC: Inside Back Cover*

A Sense of Accomplishment



University Loft Company believes in the power of a job well done. With ULC's easy-to-assemble kits, workers quickly feel a sense of accomplishment with building something with their own two hands.

Contact a Sales Representative today for details on how easy it is to order ready to assemble kits from the leader in contract furniture, University Loft Company.



Call Today! **800.423.LOFT** or visit us online at **www.uloft.com**

Unitex INTERNATIONAL, INC.

**Everything
Made Under One Roof**

Partners With
The Biggest Microfiber
Manufacturing Plant in the
World Located in China!

*Be sure to visit our
manufacturing plant
Bilal Industries at:*

Karachi, Pakistan
Phone: 011-9221-695-4221
Fax: 011-9221-695-4221
<http://www.bilalinds.com>

Unitex
INTERNATIONAL, INC.

**2855 North Berkeley
Lake Road NW
Duluth, Georgia 30096**

**Toll Free Phone:
1.888.4.Unitex (486.4839)**

**Toll Free Fax:
1.888.3.Unitex (386.4839)**

www.unitexonline.com

Our Promises to Our Customers

- Same day shipping
- Free delivery in many instances
- Nationwide service
- Volume discounts
- Personal Sales
- Incentives
- Flat freight shipping where applicable
- Personal guarantee on all products sold

YOUR SOURCE FOR

*Sheeting Fabric - Twill Fabric
- Poplin Fabric - Denim Fabric
- Fleece Fabric - Pique Fabric -
Duck Fabric - Mesh Fabric
- Cham-bray Fabric - and Much
More....*

**WITH THE
LOWEST PRICES IN THE
INDUSTRY**

